

**San Jose International Association of Fire Fighters
2008-2009 Total Compensation Profile**

TOP STEP FIRE CAPTAIN¹

| | <u>Annual</u> |
|--|----------------------|
| Base Pay | \$125,881.60 |
| Holiday-In-Lieu (5.623%) | \$7,078.32 |
| Anti-Terrorist Training Pay (2.00%) | \$2,517.63 |
| Education and Training | \$910.00 |
| EMT | \$2,947.15 |
| Uniform Allowance | \$495.00 |
| Total Cash Compensation² | \$139,829.70 |
| Retirement Contribution (28.31%) | \$35,637.08 |
| Unemployment Insurance | \$12.59 |
| Health Insurance ³ | \$11,112.24 |
| Dental Insurance (PPO) ³ | \$1,133.52 |
| Life Insurance | \$24.00 |
| EAP | \$253.32 |
| Other Benefits | \$48,172.75 |
| Total Pay and Benefits⁴ | \$188,002.45 |

Notes and Comments

¹ Fire Captain classification is eligible for overtime.

² Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

³ Assumes employee is enrolled in family health and dental.

⁴ Does not include value of paid sick leave and paid vacation leave.